

Effects of Organizational Commitment and Job Description of Childcare Staff on their Life Satisfaction-Around O-Gu, Ulsan –

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Abstract

The purpose of this research is to investigate effects of organizational commitment and job description of childcare staffs on their life satisfaction. The subject of the study were 286 childcare staffs in O-gu, U city. The reliability analysis, descriptive statistics, correlation analysis, and hierarchical regression analysis was conducted on the collected data by using SPSS/WIN 18.0 program. As a result, first of all, the study research showed that organizational commitment and job description of childcare staff were high. Second, the relationship between organizational commitment and life satisfaction were in positive correlation. On the other hand, job description and supervisor or superior and job was found to be in negative correlation. Third, the organizational commitment of childcare staff, the lower variables of job description; supervisor or superior, and wage were predictive variables that influenced life satisfaction. Marital status, average monthly income and educational background from the socio-demographic characteristics were predictive variables of life satisfaction of childcare staff. This organizational commitment of childcare staff was found to highly affect predictive variables of life satisfaction. This implies the organizational commitment of childcare staff leads to happiness..

Keywords: Childcare staff, life satisfaction, demographic characteristics, organizational commitment, job description

1 Introduction

1.1 Importance of Study

Since the institutionalization of free childcare in Korea, it has become country's social interest, which called for quality environment. High quality childcare environment has been requested by the childcare staffs that provide care to young children. Hence, the childcare staffs are putting a lot of effort in providing excellent environments for young children. Especially, with the passage of time, organizational commitment of childcare staff becomes more crucial than ever. It appears that the organizational commitment and organizational health of daycare centers are very closely related; loyalty to organizational commitment is predicted to be very closely related to the acceptance of organizational values and abilities of childcare staffs [1].

Self-esteem of childcare staff and willingness to become long-term care staff are found to be the important factors to enhancing the quality of organizational health of daycare centers [1]. This leads to high quality environment, in which

childcare staffs are able to perform tasks with confidence and job description. Knowledge and technologies for information and information system technologies are required for childcare staffs. Attaining necessary job description resulted in keeping the job for at least one year and being satisfied with the job [2].

In addition, this implies that if the level of job description is high, then it is more likely that the job maintenance and satisfaction will have direct influence on the life satisfaction level [3-4].

It has been composed of researches about organizational commitment of childcare teachers [1-7] and those of life satisfaction level [8-9]. As such, existing studies have focused on the organizational commitment, job stress, job satisfaction, and quality of life of childcare staffs. On that note, it is becoming harder to find studies about job description required in daycare centers. Therefore, the present study is considered as a meaningful attempt as it investigated the influences of each variable related to the duties, supervisor or superior, salary, and colleges, rather than merely on the job description. Therefore, the present study aims to investigate relationship between organizational commitment and life satisfaction level of and evaluate their relative influences on childcare staffs. Such attempt was made to propose foundation data for encouraging organizational commitment and job description as well as enhancing life satisfaction level of childcare staffs. For the specific purpose, more detailed problems of the study are stated as below.

Problem 1. How are the levels of organizational commitment, job description, and life satisfaction of childcare staffs?

Problem 2. What is the correlation between organizational commitment and job description and life satisfaction level of childcare staffs?

Problem 3. What is the effect of organizational commitment and job description of childcare staffs on their life satisfaction level?

2 Methods

2.1 Study Subject

Excluding 4 insincere questionnaires out of 300, 286 childcare staffs (response rate: 95.33%) that work at daycare centers in O-gu, U city were selected as the subject of the study. Upon observation, the general characteristics of the subjects of the present study are as shown in Table 1, which are composed of age, education level, marital status, and monthly income from the questions of Community Health Survey [10].

2.2 Measuring Tool for Life Satisfaction Level

Measuring tool for the life satisfaction level has been developed by O.K. Yang (1994) [11], which are divided into 11 sub-variables and 32 questions in the following areas: food, clothing and housing (1, 2, 3, 4, 5), relationship with friends (6, 7, 8, 9), relationship with family and relatives (10, 11, 12), physical and mental health (13, 14, 15, 16), job (18, 19), economy (20, 21), interpersonal relationship (22, 23), social life and leisure activities (24, 25, 26, 27), happiness (28, 29, 30), and autonomy and self-esteem (31, 32). This tool used 5-point Likert scale, in which 1 point corresponded to 'never or strongly disagree' and 5 points corresponded to 'always or strongly agree,' in an ascending order of life satisfaction level. The reliability, Cronbach α , of O.K. Yang (1994) was also found to be .956. The reliability, Cronbach α , of the present study came out to be between .882 and .951 for lower variables and .982 for the overall reliability.

2.3 Measuring Tool for Organizational Commitment

The organizational commitment tool consisted of a total of nine questions. This tool was measured with a 5-point Likert scale, in which 1 point corresponded to 'always,' and higher point meant higher organizational commitment. Cronbach α , the reliability, of the study of S.H. Kim (1997) that used this tool was .82 and that of the present study was found to be 0.831.

2.4 Measuring Tool for Job Description

Job description used in the study of E.J. Lee (1993) [13] were composed of 21 questions on the four sub-variables: duties, supervisor or boss, salary, and colleagues. It was measured with 5-point Likert scale, in which 1 point corresponded to 'strongly agree' and 5 points corresponded to 'strongly disagree,' and where lower score meant higher job satisfaction level.

The reliability, Cronbach α , of E.J. Lee (1993) [13] was 0.9234 for overall job description; .8367 for duties; .8916 for supervisors and bosses; .8347 for the salary; and .7965 for the colleague. However, the reliability of the present study for overall job description was .911; sub-variables concerning matters relating to the duties was .887; .930 for supervisor and the supervisor; .907 for salary; and .546 for colleagues.

3 Data Collection

The survey was conducted from June 20, 2014 to December 20, 2014, and the completed survey was investigated by interviews through direct visits.

3.1 Data Processing

Descriptive statistics were performed for socio-demographic characteristics of the subjects for the data collected in this study. In order to investigate correlation between organizational commitment and job description of the subjects and life satisfaction, correlation analysis and hierarchical multiple regression analysis were performed. The data of this study was processed statistically by using SPSS for Windows Ver. 18.0.

4 Study Results

4.1 Socio-Demographic Characteristics of Subjects

In terms of age, 32.5% (93 people) was found to be 35 years old or younger; 16.8% (48 people) was between 36 ~ 40 years old; 8.4% (24 people) were between 41~50 years old; and 2.4% (7 people) was 50 years old or older. For education level, 51.70% (148 people) answered to have graduated from 2-year colleges; 42.3% (121 people) from 4-year colleges and universities; 2.4% (7 people) from high school; and 1.4% (4 people) from graduate school or higher. As for the marital status, 50.7% (145 people) was married and 49.3% (141 people) was single. Lastly, for the monthly income, 86.0% (246 people) earned between 1.5~2.5 million Korean Won; 9.4% (27 people) earned less than 1.5 million Korean Won; and 4.5% (13 people) earned between 2.5 ~ 3.5 million Korean Won.

4.2 Descriptive Statistics of Main Variables

The descriptive statistics of the main variables of the study, organizational commitment, job description, and life satisfaction level, were analyzed as shown in [Table 3]. The average score and standard deviation of organizational commitment was found to be 34.098 and 6.167, respectively. In the sub-variable of the job description, the duties had 12.598, 4.177, and 2.099 for the average score, standard deviation, and average rating, respectively. It shows high level of job satisfaction. The average score, standard deviation, and average rating of supervisors and bosses came out to be 14.748, 5.040, and 2.11, respectively. Hence the job satisfaction level in relation to supervisors and bosses appear to be high. In the sub-variable of the salary, average score, standard deviation, and average rating came out to be 7.643, 2.888, and 2.548, respectively, suggesting high satisfaction of salary. As for the colleague, average score, standard deviation, and average rating came out to be 9.804, 4.794, and 1.960, respectively, suggesting high satisfaction level for colleague. An overall satisfaction level for the job description seems to be high in childcare staffs, among which the relationship with colleague appears to be the best.

In the sub-variables of life satisfaction level, food, clothing, and housing had .902, 4.835, and 2.817 for average score, standard deviation, and average rating, respectively. Since it is less than 3 points for 'sometimes,' satisfaction level for food, clothing, and housing is considered as low. The relationship with friend had average score, standard deviation, and average rating of 10.937, 3.891, and 3.646, respectively, which were higher than 3 points for 'sometimes.' The relationship with family and relatives had average score, standard deviation, and average rating of 10.937, 3.212, and 3.646, respectively, suggesting satisfactory level. Physical and mental health had average score, standard deviation, and average rating of 12.745, 3.784, and 3.186, respectively. It was 3 points higher than 'sometimes,' suggesting satisfactory level for physical and mental health. The average, standard deviation, and average rating for job were 6.860, 1.961, and 3.43, respectively, suggesting high satisfactory level for the job area. As for the economy, average score, standard deviation, and average rating came out to be 5.874, 2.291, and 2.923, respectively. It was below the level of 'sometimes,' suggesting unsatisfactory level for the economy area.

The average score, standard deviation, and average rating for interpersonal relationship came out to be 6.902, 2.082, and 3.451, respectively; higher than the level of 'sometimes,' suggested satisfactory level for interpersonal relationship. Social and leisure activities had average score, standard deviation, and average rating of 13.046, 3.993, and 4.359, respectively; higher than the level of 'sometimes,' which corresponds to 3 points, suggest satisfactory level for this area. The level of happiness had average score, standard deviation, and average rating of 9.846, 3.124, and 3.282, respectively. This result was higher than the level of 'sometimes,' which corresponds to 3 points, suggesting satisfactory level of happiness. Autonomy and self-esteem had average score, standard deviation, and average rating of 7.004, 2.192, and 2.335, respectively. This indicates lower level than 'sometimes,' which corresponds to 3 points, suggesting lower level of autonomy and self-esteem.

4.3 Correlation Analysis for Organizational Commitment and Job Description and Life Satisfaction Level

The results of correlation analysis on the dependent variable of life satisfaction level and the independent variables of organizational commitment and job description are presented in..

First, life satisfaction level and organizational commitment ($r=.583$) showed significant ($p<.01$) positive correlation. This indicates that the higher the level of life satisfaction of childcare staff, the higher their organizational commitment will be. From the sub-variables of job description, salary ($r=-.223$), supervisor and boss ($r=-.223$), and duties ($r=-.165$) showed statistically significant ($p<.01$) negative correlation. This means that the higher the life satisfaction level of childcare staff, the lower their job descriptions are. The colleague sub-variable ($r=-.067$) was found to have no statistical correlation ($p<.05$).

4.4 Effects of Organizational Commitment and Job Description on Life Satisfaction Level

In order to understand effects of organizational commitment and job description on the life satisfaction level, hierarchical multiple regression analysis was performed based on the correlation analysis results of dependent and independent variables. The results are as shown in.

The first regression model, which used only socio-demographic variables, was not statistically significant, but the final regression model, which included all major variables of the study, was found to be statistically significant ($F(9) = 23.056$, $p < .001$). In the final regression model, marital status ($\beta = 2.761$, $p < .01$), monthly income ($\beta = 2.348$, $p < .05$), and education level ($\beta = -.178$, $p < .001$) from the socio-demographic characteristics were found as significant sub-variables, in the order of appearance. This result was consistent with how married teacher was to be more committed to the organization since their lives are more stabilized than that of single teachers, as well as the monthly income [14].

Organizational commitment ($\beta = .579$, $p < .001$), and sub-variables of job description, which are supervisor and boss ($\beta = 2.681$, $p < .01$) and salary ($\beta = -.314$, $p < .001$), showed to have influence on the life satisfaction level of the childcare

staff. When compared to the standardized regression coefficients, the organizational commitment was found to have greater influence than the above mentioned sub-variables of job description. The final explanatory power of the regression model was 41.1%. This is consistent with how organizational structure and director's leadership were found as powerful explanatory sub-factors of organizational commitment [5].

5 Discussions and Conclusions

The present study aims to investigate correlation between organizational commitment, job description, and life satisfaction level of childcare staffs and their effects on the life satisfaction level. The following are discussion points based on the results.

First, the level of organizational commitment, job description, and life satisfaction of childcare staffs are as follows. The organizational commitment came out to be higher than the average. Among the sub-variables of organization commitment, affection-absolute attitude and autonomy-control came out to be higher than the overall average. This result is consistent with that of K.S. Oh (2011), in which the organizational commitment of childcare staff was found to be in positive correlation with all of its sub-variables and that loyalty and initiative affected the structure of the organization [1]. From the sub-variables of job description, job satisfaction, supervisor and boss, salary, and colleague had averages that were higher than the overall average. It can be considered as consistent with the findings of K.S. Kim et al. (2014), in which sub-factors of job environment and job satisfaction of early childhood teachers, relationship with colleagues and work environment, were found to be directly related to the job satisfaction level [3].

For the life satisfaction level, relationship with friends, relationship with family and relatives, physical and mental health, interpersonal relationship, social life and leisure activities, and happiness had higher than the overall average. On the other hand, food, clothing, and housing, economy, and autonomy and self-esteem had lower than the overall average. This is consistent with study of S.Y. Park (2011), in which job satisfaction was found to be a more important factor for life satisfaction level than the leisure satisfaction [15].

Second, the organizational commitment, job description, and life satisfaction of childcare staff were found to have the following correlation. Firstly, organizational commitment of childcare staff showed positive correlation. On the other hand, sub-variables of the job description, salary, supervisor and boss, and duties, had negative correlation. This was consistent with the study by M.S. Song (2008), in which organizational commitment was found to be significant in the correlation between job stress and organization efficacy, and other variables of organizational efficacy and job stress were in negative correlation [6].

Third, the following are results of hierarchical regression analysis, which used individual variables, organizational commitment, and job description, in order to find out the variables that influence life satisfaction level of childcare staff. From the individual variables, marital status, monthly income, and education level were found to have influence on the life

satisfaction level, and organizational commitment was also found to affect life satisfaction. Lastly, the sub-variable of job description, supervisor and boss and salary, appeared to be factors that affect life satisfaction level. According to Y.K. Lee (2008), the effects of job description training had influence on the employment status, job, job function, salary level, and job satisfaction [16]. In addition, organizational commitment was found to have the greatest influence on the life satisfaction level of childcare staff. Jeong et al. (2010) also confirms the result with the findings of their study that the teacher competencies and job satisfaction had significant effects, as the career level was higher [7]. As such, organizational commitment appears to be very closely related to understanding the life satisfaction level of childcare staff. Based on the above, the following are suggestions about limitations of the present study and proposals for the future studies.

First, the organizational commitment of childcare staff is satisfied with affection and autonomy. The significant influence on the initiative implies that the leadership of the director can enhance the quality of childcare [7].

Second, experienced childcare staff had higher level of life satisfaction since their rich experience enabled them to be more creative and challenging at work [7].

Third, supervisor and boss and salary from the job description were found to influence life satisfaction. It is suggested that leadership of the director and organizational commitment are important factors of organizational health [5].

In addition, work environment related to marriage and career needs to be improved for the life satisfaction of childcare staff. It can be seen that variables related to the work environment and job satisfaction influence the quality of life of early childhood teachers [3].

Therefore, in order to enable organizational commitment and job description to improve life satisfaction level of childcare staff, future studies shall be conducted on systematic programs and establishing systems

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